



# Indiana Career Council

## *Strategic Plan Objectives and Strategies*

April 21, 2014

# Program Alignment and Talent Development Objectives

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# Program Alignment and Talent Development Task Force Process:

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- Facilitated discussions during Task Force meetings regarding Strategic Imperatives 1, 2 and 3
- Stakeholder input gathered through regional input sessions
- Best practice research
- Draft and review of the objectives and strategies

# Program Alignment and Talent Development Objectives

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**Objective:** Change the culture within Indiana to value education and learning at all levels and all careers

**Strategy:**

Encourage leadership at the state and local level to communicate long-term goals to improve educational attainment levels among Hoosiers

PROGRAM  
ALIGNMENT  
AND TALENT  
DEVELOPMENT  
TASK FORCE

STRATEGIC IMPERATIVE 1

Ensure the State of Indiana maintains a cohesive, demand-driven education, job skills development, and career development system that focuses on developing and delivering client-centered career pathways

# Program Alignment and Talent Development Objectives

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**Objective 1.1:** Provide a seamless system of partners that delivers client-centric services

## **Strategies:**

- Increase connectivity among partner agencies
- Leverage the WorkOne system to engage more Hoosiers in skill and career development activities
- Develop a real-time jobs database with skills requirements and salary information

PROGRAM  
ALIGNMENT  
AND TALENT  
DEVELOPMENT  
TASK FORCE

STRATEGIC IMPERATIVE 2

Increase the skill and education levels of Indiana's workforce in order to meet the needs of the State's employer community

# Program Alignment and Talent Development Objectives

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**Objective 2.1:** Ensure that individuals possess the foundational skills and information necessary for career success

## **Strategies:**

- Leverage the Hoosier Family of Readers program to increase literacy throughout Indiana
- Improve the soft skills of Indiana's workforce
- Explore the use of business and community members in delivering career readiness information



# Program Alignment and Talent Development Objectives

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**Objective 2.2:** Increase students' awareness of career opportunities within Indiana

## **Strategies:**

- Require all students to complete a career awareness course during middle school
- Connect individuals to Hoosier business and career opportunities through work-based learning or other “earn and learn” approaches

# Program Alignment and Talent Development Objectives

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**Objective 2.3:** Link career pathways to Indiana high-wage, high-demand careers for students and adults across the K-12, post-secondary, and adult systems in order to remove barriers and encourage acceleration toward degrees and credentials

**Strategies:**

- Expand opportunities for individuals to earn a high school equivalency and an occupational credential simultaneously
- Explore innovative funding models to increase support for in demand certificates and industry-recognized credentials
- Link pathways to key state economic development sectors

PROGRAM  
ALIGNMENT  
AND TALENT  
DEVELOPMENT  
TASK FORCE

**STRATEGIC IMPERATIVE 3**

Increase the alignment between education and training provided through the use of public funds and high-paying occupations and careers that are projected for growth

# Program Alignment and Talent Development Objectives

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**Objective 3.1:** Provide career counseling to Hoosiers throughout the entire talent development system

**Strategies:**

- Establish career counselors throughout Indiana who are external to the education and workforce development systems, but who understand employer needs and can help navigate the system
- Engage professionals from employers in providing career counseling to high school students
- Offer robust professional development opportunities to counselors from K-12 education, post-secondary education, the workforce system, and social services

# Questions?

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# Employment Growth Task Force

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# Employment Growth Task Force Process:

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- Facilitated discussions during Task Force meetings regarding Strategic Imperatives 4 and 5
- Stakeholder input gathered through partner input survey
- Best practice research
- Draft and review of the objectives and strategies

# EMPLOYMENT GROWTH TASK FORCE

## STRATEGIC IMPERATIVE 4

Make Indiana a leader in employment opportunities related to the fields of science, technology, engineering, and math (STEM)



# Employment Growth Objectives

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**Objective 4.1:** Adopt a sector-based approach that helps to align economic development efforts and the education and training system

**Strategy:**

Launch regional sector partnerships that complement the State's priority industry sectors to provide a mechanism to collect information and respond to sector needs

# Employment Growth Objectives

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**Objective 4.2:** Retain and attract high-skill, Hoosier talent in Indiana's priority sectors by strengthening and promoting the quality of place in Indiana

**Strategies:**

- Support the IEDC in implementing a place-based strategy for Indiana
- Coordinate a consistent message that promotes the quality of place within Indiana to attract talent and companies. Elevate the importance of quality of place so that communities and private funders view it as a key economic development investment

# EMPLOYMENT GROWTH TASK FORCE

## STRATEGIC IMPERATIVE 5

Address the shortage of employment opportunities for individuals with a bachelor's degree or greater educational attainment

# Employment Growth Objectives

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**Objective 5.1:** Engage Indiana's colleges and universities as partners in innovation and entrepreneurship

**Strategies:**

- Encourage colleges and universities to increase technology transfer and commercialization activities
- Seed Centers of Excellence that are aligned to regional/state target industries at the colleges and universities throughout Indiana
- Examine state support for business incubators throughout Indiana

# Questions?

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# Next Steps

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- Partner input forums in early May
- Joint Strategic Plan Task Force working meeting (May 19)
- Incorporate feedback into the Strategic Plan
- Review updated Strategic Plan during May Career Council meeting
- Final plan presented for approval during June Career Council meeting